

Scorecard report (Function/Place (self-report): Other)

Impact	Question	Theme	Response favourability	Comparison
🎯	I enjoy my work	My Job	80% 14% 6%	-9
🎯	Morale in my immediate team/watch/section is generally high	Teamwork	67% 18% 14%	-3
🎯	My job makes the best use of the skills and abilities that I have	My Job	69% 12% 18%	-4
🎯	I feel valued	Culture & Values	59% 16% 24%	-3
🎯	I get a sense of personal accomplishment from my work	My Job	82% 6% 12%	-4
🎯	I have the right opportunities to learn and grow at work	Learning & Development	65% 14% 20%	-2
🎯	I feel supported in my role	My Job	69% 16% 14%	-2
🎯	MFRA promotes a culture of openness and transparency	Culture & Values	71% 10% 18%	+11
🎯	Generally we resolve any differences of opinion amicably	Culture & Values	76% 18% 6%	+4
🎯	I feel valued and recognised for the work that I do by senior managers	Recognition & Reward	49% 31% 20%	-2
🎯	MFRA Members engage well with staff at MFRA	Management Effectiveness	37% 39% 24%	-9
🎯	Change here is well managed overall	Change Management	55% 33% 12%	-1
🎯	I feel that MFRA consider the impact on me and other people when making decisions	Change Management	49% 22% 29%	+5
🎯	MFRA is a better place to work than it was 3 years ago	Culture & Values	39% 47% 14%	-3
🎯	MFRA supports a positive work-life balance	Health and Wellbeing	55% 29% 16%	-11
🎯	I feel valued and recognised for the work that I do by other team members	Recognition & Reward	78% 12% 10%	-5
🎯	Senior managers do what they say they are going to do	Management Effectiveness	51% 31% 18%	+4
🎯	Bullying, harassment and discrimination are not tolerated at MFRA	Culture & Values	84% 12% 4%	+2
🎯	I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	My Job	73% 8% 18%	-5

	Employees at my level are able to communicate their concerns to higher management	Management Effectiveness		
	Change within my team is well managed	Change Management		
	I have good quality equipment to help me do my job	Learning & Development		
	I consider that I benefited from the support I received through the Occupational Health Team	Health and Wellbeing		
	Different parts of the service work well together	Teamwork		
	I am able to use my own initiative at work to do my job	Employee Involvement		
	I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	Culture & Values		
	A lot is done to help staff prepare for and cope with change	Change Management		
	MFRA provides me with information that promotes a healthier lifestyle	Health and Wellbeing		
	My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	Learning & Development		
	I am able to access learning and development opportunities	Learning & Development		
	I receive feedback on my work	Recognition & Reward		
	I understand the need for change at MFRA given the cuts faced by the Authority	Change Management		
	I have confidence in the future of MFRA	Management Effectiveness		
	I am clear about what I am expected to achieve in my job	Goal Clarity		
	I am encouraged to suggest new ideas for improvements	Employee Involvement		
	We are good at sharing ideas to make things work better	Teamwork		

	I am communicated with about change that affects me in good time	Change Management		+1
	People communicate openly here regardless of position or level	Employee Involvement		0
	I believe the measures we are taking will ensure that it is safe for employees to work on fire stations and other locations	COVID-19 Related Questions		-11
	I am comfortable to speak up and constructively challenge how things are done	Employee Involvement		-7
	I have a sense of good job security	My Job		-7
	My manager makes time for me	Management Effectiveness		-8
	My manager communicates regularly about issues that affect my work	Management Effectiveness		-4
	I feel able to make decisions without fear of being blamed if things go wrong	Culture & Values		+1
	My manager gives me regular feedback on how I am doing	Management Effectiveness		-2
	I am able to strike the right balance between my work and home life	Culture & Values		-8
	I feel that my work contributes to Safer Stronger Communities	My Job		-11
	Senior Managers provide a clear vision of the overall direction of MFRA	Goal Clarity		+7
	My manager treats me fairly and with respect	Management Effectiveness		-6
	In general I would say my health is good	Health and Wellbeing		-10
	I understand how the work I do helps MFRA to achieve its Mission & Aims	Goal Clarity		+2
	I have received the training and development I need to do my job well and safely	Learning & Development		-8
	I have the knowledge and skills I need to do my job well	Learning & Development		-7
	I have a good understanding of MFRA values	Culture & Values		+4
	I do not feel I have been bullied, harassed or discriminated against in the last 12 months	Culture & Values		-4

<p>I feel valued and recognised for the work that I do by my line manager</p>	Recognition & Reward		-3
<p>I understand the priorities or Missions & Aims of MFRA</p>	Goal Clarity		+3
<p>The organisation has kept me well informed and has maintained effective communication during the COVID-19 pandemic</p>	COVID-19 Related Questions		+3
<p>I am aware of the Health and Wellbeing support services available through the Occupational Health Team</p>	Yes/No Questions		-7
<p>In the last week, I have received thanks or praise for doing good work</p>	Recognition & Reward		+2
<p>MFRA is doing a good job of maintaining services under the current circumstances</p>	COVID-19 Related Questions		-2
<p>The pandemic has affected us all in different ways. Do you think that your experience of the pandemic has heavily influenced your responses in the survey?</p>	Yes/No Questions		-5
<p>Did you take part in the 2018 Staff Survey?</p>	Yes/No Questions		+3
<p>I have used the services available through the Occupational Health Team</p>	Yes/No Questions		-11
<p>If asked, I would recommend to friends and family that MFRA is a good place to work</p>	Engagement		-9
<p>Working here makes me want to do the best I can</p>	Engagement		-2
<p>I am proud to say I work for MFRA</p>	Engagement		-2
<p>I would still like to be working at MFRA in two years' time</p>	Engagement		-6
<p>I care about the future of MFRA</p>	Engagement		0

Appendix

Dashboard:	Merseyside Fire & Rescue Census 2020
Dashboard hierarchy type:	none
Response count:	49
Panel count:	49
Participation:	100%
Comparison:	Survey Overall
Report produced:	4 January 2021